

Proposal made by MEF - AFSCME Local 101 to the City of San Jose

The provisions contained herein are individual proposals. Language not changed herein will remain unchanged. The Union(s) reserves the right to amend, withdraw or add to this proposal.

Submitted on: 04/26/2023 @_____



- ▶ **Retention Pay (pensionable) shall be paid as follows:**
 - **One percent (1%) of base salary after the equivalent of five (5) years of full-time City service (10,400 hours).**
 - **An additional one and one-half percent (1.5%) of base salary (for a total of two and one-half percent (2.5%)) after the equivalent of ten (10) years of full-time City service (20,800 hours)**
 - **An additional one and one-half percent (1.5%) of base salary (for a total of four percent (4%)) after the equivalent of twenty (20) years of full-time City service (41,600 hours)**
 - **An additional two percent (2%) of base salary (for a total of six percent (6%)) after the equivalent of twenty-five (25) years of full-time City service (52,000 hours).**

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